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HERBERT E. HARRIS II  
8TH DISTRICT, VIRGINIA  
**Congress of the United States**  
**House of Representatives**

August 1, 1976

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DISTRICT ADMINISTRATOR

Dr. Donald L. Borcharding, Chairman  
Committee on Pay Equity, Council of  
Federal Medical Directors  
1548 Forest Villa Lane  
McLean, VA 22101

Dear Dr. Borcharding:

Thank you for writing me about H.R. 13933, the Federal Physicians  
Comparability Allowance Act of 1976.

As you know, I have introduced legislation, H.R. 11944, to remove the  
"pay freeze" from all federal employees whose salaries have been frozen  
since 1969. I believe that the freeze is unjustified, unfair, and unduly  
harsh. I believe that what we need is reform in the federal salary-setting  
system and that a big step toward reform is removing the freeze. I thought  
you might be interested in the enclosed statement on the bill in which I  
further outline my views.

A comprehensive approach like my bill is, in my view, the most appro-  
priate way to address the salary question. However, in the absence of a  
law to remove the pay limitation, I too agree that legislation like H.R.  
13933 is needed. It is unfair that other federal physicians -- military,  
Veterans Administration, and Public Health Service -- have in recent years  
been given "bonuses" or other pay adjustments by Congress to alleviate the  
freeze. The pay freeze has no doubt contributed to the growing attrition  
rate among federal physicians, difficulties in recruiting and the morale of  
those who have suffered under the freeze. I have discussed the legislation  
with the chairman of the Subcommittee, Congressman White, and he has indi-  
cated that he requested departmental views from the Office of Management and  
Budget and the Civil Service Commission, an important first step in the leg-  
islative process. I obtained from Chairman White his assurance that he will  
consider action on the bill upon receipt of their reports. As a member of the  
Subcommittee, I will certainly give the bill my full attention.

Again, I appreciate hearing your views on this important legislation and  
hope you will continue to write on issues of interest to you and your organiza-  
tion.

Sincerely,

  
HERBERT E. HARRIS II  
Member of Congress

HEH:gss